

APPENDIX C:

STAFF SURVEY

Staff Survey for «SCHOOL»

1. What is/are your role(s) at this school?
 - ☐ Teacher
 - ☐ Instructor (under supervision of certified staff)
 - ☐ Teaching assistant
 - ☐ Specialist (specify type:_____)
 - ☐ Student teacher
 - ☐ Principal/administrator
 - ☐ Other (please specify_____)
2. Mark the one statement that best corresponds to your current teaching certification status.
 - ☐ I am currently certified to teach in this state.
 - ☐ I am currently certified to teach in another state but not this one.
 - ☐ I am working to obtain teaching certification.
 - ☐ I am currently certified as an administrator.
 - ☐ I am not certified and am not currently working to obtain certification.
3. Are you teaching in any areas outside of your endorsements?
 - ☐ Yes; Subjects:_____
 - ☐ No
 - ☐ Not applicable
4. How many years (including this year) of experience have you had in each of these types of schools and in total?

Private/Parochial	_____
Charter	_____
Traditional public	_____
Other	_____
Total	=====

How many years have you been teaching or been an administrator at «School»? _____

5. Please list all degrees held and major course of study for each.
 - ☐ Bachelors in _____
 - ☐ Masters in _____
 - ☐ Doctorate in _____
 - ☐ Other _____

6. Rate the importance of the following factors in your decision to seek employment at «School» by marking what you believe is the most appropriate answer. Mark only one response for each item, where 1= Not Important, 2 = Somewhat Important and 3 = Very Important.

Reasons for working at «School»:	Not Important	Somewhat Important	Very Important
a. Convenient location	1	2	3
b. High emphasis on academics	1	2	3
c. Interested in being involved in an education reform effort	1	2	3
d. Opportunities presented by school leaders	1	2	3
e. Size of school	1	2	3
f. Parents are committed	1	2	3
g. Safety/climate at school	1	2	3
h. Difficult to find other positions	1	2	3
i. Opportunity to work with like minded educators	1	2	3
j. Class sizes	1	2	3
k. Educational program	1	2	3
l. Salary	1	2	3

List any other factors that motivated you to seek or retain employment at «School»:

7. Does the school serve students with special needs well?

☐ Yes

☐ No

☐ Do not know

☐ Does not apply

8. Overall, has your experience at «School» met your initial expectation?

☐ Yes

☐ No

Comments: _____

9. Are you a founder or original staff member of the school?

☐ Yes

☐ No

10. Rate your level of satisfaction with the following aspects or features of «School». Mark the most appropriate response for each item, where 1= Very Dissatisfied, 2 = Dissatisfied, 3 = Satisfied, and 4 = Very Satisfied.

Satisfaction	Very Dissatisfied	Dissatisfied	Satisfied	Very Satisfied
a. Salary level	1	2	3	4
b. Fringe benefits	1	2	3	4
c. Relations with the community at large	1	2	3	4
d. Evaluation or assessment of your performance	1	2	3	4
e. Resources available for instruction	1	2	3	4
f. School building and facilities	1	2	3	4
g. Availability of computers and other technology	1	2	3	4
h. School governance	1	2	3	4
i. Administrative leadership of school	1	2	3	4
j. School's mission	1	2	3	4
k. Overall school climate/environment	1	2	3	4
l. Students' academic performance	1	2	3	4
m. Student motivation	1	2	3	4
n. Teacher collegiality	1	2	3	4
o. Professional development opportunities	1	2	3	4

11. Mark the extent to which you agree or disagree with the following statements about «School», where 1 = Strongly Disagree, 2 = Disagree, 3 = Agree, and 4 = Strongly Agree.

Statements about «School»	Strongly Disagree	Disagree	Agree	Strongly Agree
a. This school is meeting student needs that could not be addressed at other local schools.	1	2	3	4
b. Students feel safe at this school.	1	2	3	4
c. Class sizes are too large to meet the individual students needs.	1	2	3	4
d. Teachers are disenchanted with what can be accomplished at this school.	1	2	3	4
e. The students are diverse.	1	2	3	4
f. Teachers are involved in decision making.	1	2	3	4
g. The school has sufficient financial resources.	1	2	3	4
h. I am satisfied with the educational program.	1	2	3	4
i. Teachers are challenged to be effective.	1	2	3	4
j. This school has been well received by the community.	1	2	3	4
k. I think this school has a bright future.	1	2	3	4
l. This school reflects a community atmosphere.	1	2	3	4
Statements about «School»	Strongly Disagree	Disagree	Agree	Strongly Agree
m. The school has high standards and expectations for students.	1	2	3	4
n. Parents are involved in instructional and school activities.	1	2	3	4
o. Parents can influence instructional and school activities.	1	2	3	4
p. Teachers and school leadership are accountable for student achievement and performance.	1	2	3	4

q. Teachers and the Board work collaboratively to meet the school's performance goals.	1	2	3	4
r. It is important for our school to be held accountable to its performance goals.	1	2	3	4
s. Lack of student discipline hinders my ability to teach and the opportunity for other students to learn.	1	2	3	4
t. Teachers are insecure about their future at the school.	1	2	3	4
u. Teachers have many non-instructional duties.	1	2	3	4
v. Staff reflect upon and evaluate the success of the school's educational program on a regular basis (e.g., annually).	1	2	3	4
w. The quality of instruction is high.	1	2	3	4
x. There is good communication between the school and parents/guardians.	1	2	3	4
y. Support services (counseling, health care, etc) are available to students.	1	2	3	4
z. Teachers are able to influence the direction of the school.	1	2	3	4
aa. There is commitment to the mission of the school.	1	2	3	4
bb. Teachers are autonomous and creative in their classes.	1	2	3	4

12. Please rate how well you think the «School»'s is fulfilling its mission statement (see Appendix 1) and performance goals (see Appendix 2)? Use 1 = Not Addressed; 2 = Partially Meeting; 3 = Meeting; 4 = Exceeding; 5 = Don't Know.

School's ability to fulfill the following:	Not Addressed	Partially Meeting	Meeting	Exceeding	Don't Know
Mission	1	2	3	4	5
Performance Goal #1	1	2	3	4	5
Performance Goal #2	1	2	3	4	5
School's ability to fulfill the following:	Not Addressed	Partially Meeting	Meeting	Exceeding	Exceeding
Performance Goal #3	1	2	3	4	5
Performance Goal #4	1	2	3	4	5
Performance Goal #5	1	2	3	4	5
Performance Goal #6	1	2	3	4	5
Performance Goal #7	1	2	3	4	5
Performance Goal #8	1	2	3	4	5
Performance Goal #9	1	2	3	4	5
Performance Goal #10	1	2	3	4	5

13. Please check any areas of technical assistance that are needed at your school.

- ☐ Regulatory issues
- ☐ Charter renewal
- ☐ Accreditation
- ☐ Improving facilities
- ☐ School finance/budgeting
- ☐ Program evaluation
- ☐ Governance & leadership
- ☐ Personnel issues
- ☐ Community relations
- ☐ Alignment of curriculum with state standards
- ☐ Other: _____

14. What is the greatest strength of this school?

15. What is the greatest weakness of this school?

16. What opportunities have you had for professional development in the last year?

17. Briefly describe the process by which you are evaluated as a teacher or administrator.

18. Other comments (attach additional sheets as necessary)
